

**Amount of termination payments, damages and compensations for the Members of the Management Board**

2008									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.		446 820.48	8	494 679.65	7			

  

2009									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.		119 512.08	2	119 512.08	2			

  

2010									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.		1 440 000.00	1	19 918.68	1			

  

2011									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.		480 000.00	2	960 000.00	2	240 000.00	1	

  

2012									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.		916 270.38	1	509 039.10	1			

  

2013									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.			0	101 807.82	1			

  

2014									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.			0		0			

  

2015: until 15 November 2015									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.			0		0			

  

2015: from 16 November 2015									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.			0		0			

  

2016									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.		365 737.68	1	1 706 775.84	3			

  

2017									
Item	Company Name	Capital Group	Termination payments		Compensation arising from non-competition obligation		Other compensations		COMMENTS
			PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons	
1	PKO Bank Polski S.A.			0	487 650.24	1			